

Modern Slavery Policy

Modern slavery - a serious worldwide problem

Foremost's committal of no involvement in this issue

Welcome to the Foremost Modern Slavery Policy

Foremost is firmly committed to upholding ethical and responsible business practices throughout our operations and supply chains. This policy outlines our ongoing efforts to identify and mitigate the risks of modern slavery within our business and to ensure the safety and well-being of all workers involved in our operations.

Zero-Tolerance

We maintain a zero-tolerance policy towards slavery, forced labour, and human trafficking within our organization and among our suppliers.

We vehemently condemn modern slavery and are dedicated to ensuring that our operations and supply chains are free from such egregious practices.

Our people

Foremost is wholeheartedly committed to the prevention of slavery and human trafficking. We continue to raise awareness and educate our employees to ensure they understand the risks associated with this. This education is made available in the form of e-learning course.

All staff our paid fairly, we are a member of the living wage foundation. Members of this are proven to have a better mental health and relationships with their families.



Law & Governance

In the most recent Act of Parliament, the Modern Slavery Act 2015, continues to uphold slavery and human trafficking as illegal. However, this law introduced measures to enforce supplier clarity and reporting over labour involved in the supply chain. This helps to increase transparency and promote the best practices within the whole supply chain.

This helps Foremost identify also ensure that we comply with the applicable laws and regulations relating to slavery and human trafficking.

Supply Chain

Where possible, we seek to visit suppliers and visually audit. This also enables us to confirm whether they are in line with our supplier code of ethics.

Where necessary, we can conduct supplier training to educate them on the risks associated with slavery and human trafficking, we are committed to showcasing and building awareness around these issues. When this is not possible, we strive to hold this on virtually or via third parties auditing. This can be around any product group we provide, but is predominately focussed on imported goods.

We strive to build long-term supplier relationships with those that follow best practices to ensure a continual supply for our customer base.

We refuse to work with suppliers with the use of slave and child labour, as well as human trafficking.

Supplier code of ethics

- Foremost is committed to conducting business with the highest standards of ethics and integrity. As a supplier to our organization, we expect you to share in our commitment to ethical business practices, failure to do so may result in the reassessment of our business relationship. This list outlines the principles and expectations that Foremost holds for its suppliers.
- Compliance with Laws and Regulations – All applicable local, national and international laws and regulations must be adhered to in operations.
- High level of Integrity – We expect business to be conducted with honesty, avoiding any form of corruption, bribery, fraud, or other unethical practices.



Supplier code of ethics continued..

- Labor Practices & social responsibility - Suppliers must uphold the rights of workers, including; fair wages, reasonable working hours, and a safe and healthy working environment. Child labour and forced labour are strictly prohibited (as set out in our Anti-slavery Document). We strongly encourage suppliers to uphold and promote good practices in their local communities.
- Environmental Responsibility - Suppliers should adopt environmentally responsible practices to minimise their environmental impact and promote sustainability.
- Conflicts of Interest - Suppliers must disclose any conflicts of interest that may compromise their ability to act in the best interest of Foremost.
- Quality and Safety - Suppliers must deliver products and services that meet or exceed the agreed-upon quality standards and comply with relevant safety regulations. Before changes take place, this must be communicated to Foremost, and agreed upon before continuation.
- Confidentiality and Intellectual Property - Suppliers must respect the confidentiality of Foremost's information and intellectual property. Any information provided by Foremost should be treated with the utmost confidentiality.
- Disclosure – Suppliers must report on any suspected or actual violation of the previous seven points, when it impacts Foremost.
- By continuing to do business with Foremost, you acknowledge your understanding of and commitment to comply with this Supplier Code of Ethics. Thank you for your cooperation and support to upholding this.

Thank you for your interest in this document.

We are committed to continuous improvement in our efforts to eradicate modern slavery from our operations and supply chain. We will achieve this through ongoing vigilance, collaboration with stakeholders, and a commitment to transparency. We believe that respecting human rights is not only the right thing to do, but also essential for a sustainable and successful business.

Darryl Penson
MANAGING DIRECTOR